IMA Operational Sponsor Conference

Career Management Team Brief

19 Oct 04

Career Management Team

- **WHO**: CMT is a branch of the Reserve Affairs Division for Manpower & Reserve Affairs, HQMC, staffed by a combination of AR and IMA Marines.
- **WHERE**: CMT is physically located on the 5th deck of the Marsh Center , Quantico, VA
- **WHEN**: Full-time staff are available Mon-Fri. IMA Det staff career counselors normally drill on 1st non-holiday weekend each month. Websites are available 24/7.

Career Management Team

09/13/16

- **WHAT**: Mission: To provide a centralized source of career information and assistance to Reserve Marines
  - Career Counseling for Reserve and AR Marines
  - Billet placement for units and Reserve Marines via RDOL
  - Provide HQMC level response on reserve-specific issues
  - Ensure pertinent Reserve populations are informed of upcoming boards and events
  - Process Reserve reenlistment and waivers
  - Process Reserve officer appointments/re-appointments
  - Manage Montgomery GI Bill (MGIB) program
  - Manage the Reserve command screening process
  - Administer the Reserve 1stSgt/SgtMaj assignment process
  - Assist in identifying, screening and contacting qualified Reserve Marines for mobilization requirements
  - Manage IMA tour length extensions

IMA Tour Lengths

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- Standard tour length - 3 YEARS
  - Encourages Marines to expand their experience
  - Offers Marines new billet opportunities
  - Allows units to train new Marines
  - Prevents possible impacts on competitiveness for promotion
  - Long term benefit to the Marine, the Unit and the Marine Corps
- One year moratorium on rejoining same unit
  - To prevent disruption of the justification above

IMA Tour Extensions

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- Per MCRAMM, must be routed via MOBCOM to HQMC (CMT) for decision
- Must include:
  - T/O, Line Number, Billet Description
  - Justification with CO or OpSponsor endorsement
    - Add'l extensions require stronger justification
- MOBCOM provides HQMC w/ add'l data:
  - Individual info (participation, tour dates, MRD, etc)
  - Unit T/O vs current manning
  - Recommendation

IMA Tour Extensions

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- HQMC (CMT) considers:
  - Validity and strength of justification
  - Unit Manning level
  - Billet status in upcoming FY Recruiting Plan
  - Individual tour length and participation
  - Unit's effort to recruit new Marines to the billet
  - Turnover period required if new Marine is joined
  - HQMC mandated overall end strength
  - OpTempo/pending mob of command/det

Reserve Duty OnLine

09/13/16

- Web-based under Marine On-Line (MOL), fielded in Mar 02
- Expedites the process of putting the right Marine in the right place to increase overall readiness of the Reserve Force
- Allows Reserve Marines to:
  - Report civilian skills data (OSD/RA CEI program)
  - Update contact information & availability for duty
  - Search & apply for open billets & ADSW
- Allows HQMC, Units & IMA Operational Sponsors to:
  - Advertise billets & ADSW opportunities
  - View applications
  - Obtain various status reports
- Allows Prior Service Recruiters to process billet applications

Reserve Duty OnLine

- **User Roles**
  - Grant access up to pertinent level
  - Can apply for greater access
  - Nominate others for access
  - **User Roles**
  - RA – Oversight of all roles
  - MFR – Unit Access via the Chain of Command
  - MOBCOM – IMA OpSponsor Access
  - ADSW – Reserve Affairs
  - RCT – Reserve Affairs/MOBCOM/MFR
  - PSR – Recruiter Access

Reserve Duty OnLine

- **IMA Operational Sponsor**
  - View Applications to Detachments submitted to PS Recruiting
  - Edit Manning Levels (RA and MOBCOM only)
  - T/O vs. O/H Reports
  - Date Joined Current Unit Report (manage tour lengths)
  - Unfilled billet report
  - Reports Extract Capability

Reserve Duty OnLine

- **Prior Service Recruiting**
  - Receive SMCR and IMA Applications from Marines (ALMRS)
  - Facilitates IMA joins from IRR
  - Manage User Roles and Units Assigned for Recruiters

Reserve Duty OnLine

- **CMT Points Of Contact**
  - Branch Head: Colonel Mark Hessler (IMA)
    - Mark.Hessler@usmc.mil
  - Asst Branch Head: LtCol Eileen Malik (AR) 703-784-0514
    - MalikEM@manpower.usmc.mil
  - SNCOIC: MSgt Donna Coursey (AR) 703-784-0519
    - Donna.Coursey@usmc.mil
  - Career Counseling, Reenlistments, Waivers, MGIB, Re-Appointments, 1stSgt/SgtMaj Assignments, Command Screening: http://www.manpower.usmc.mil >Reserve Affairs>CMT or 1-877-415-9275, Option 5
  - RDOL: https://www.rdol.mol.usmc.mil >RDOL
    - Project Mgr: GySgt Haro (AR) 703-784-0523